

SECRETPAD 68/62
28 May 1962

MEMORANDUM TO: Executive Director, NPIC

FROM: Chief, CIA/PAD(NPIC)

SUBJECT: Overtime Payment

1. At the present time overtime payment is made to those CIA/PAD(NPIC) personnel who work overtime on the KH OAK or MCI. No payment for work performed in other categories is made unless one is a GS-10 or less or works both Saturday and Sunday or works more than eight hours of overtime a week and then only time over eight hours is paid.

2. There are several categories of reporting similar to OAK's and KH MCI's that have not been included for overtime payment. These are IPIR's, Sitsums, and non-KH MCI's.

3. Generally speaking, assignments or staffings of the latter category of reporting are made on a specialization basis. These would be specialists on a particular geographic area rather than a functional specialist. Thus those people who usually work the OAK's are not normally assigned to IPIR's or Sitsums and visa versa. Therefore one group gets paid and the other does not.

4. In the coming months it is probable that an OAK or KH MCI is operating overtime concurrently with an IPIR, Sitsum, or non-KH MCI. Therefore under current policy two people can be working side by side with one paid and one not paid.

5. At present there are not enough analysts graded GS-10 or less to adequately staff IPIR's and Sitsums.

6. It is recommended that the current overtime payment policy be revised to pay for work performed on all immediate phase reporting. This would include OAK's, IPIR's, Sitsums, and other first phase readouts done on a priority basis. All MCI work should also be included in that category to be paid. In addition, there should be some degree of flexibility to allow for payment of special work, e.g. deadline work for NIE production, and other priority mandatory work where the worker is ordered to be on the job.

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